

Sales Representative

Job ID

REQ-10088519

Sep 28, 2026

LOC_CZ

About the Role

Key Responsibilities:

- Build trusted partnerships with healthcare professionals to deliver value and improve patient outcomes.
- Drive sales growth through personalized customer engagement and territory planning.
- Develop and execute customer engagement plans aligned with customer preferences and business priorities.
- Deliver impactful omnichannel interactions using approved content and multiple communication channels.
- Create, prioritize, and adapt territory, account, and customer plans using available insights and data.
- Generate and share customer insights to support content development, campaigns, and engagement strategies.
- Collaborate effectively with Medical, Market Access, and other cross-functional teams to address customer and patient needs.
- Deliver exceptional customer experiences by understanding healthcare environments and evolving stakeholder needs.
- Demonstrate the highest standards of ethics, integrity, compliance, and professionalism in all interactions.
- Act as a trusted Novartis representative across the territory while contributing to business and customer excellence.

Essential Requirements:

- University degree in Life Sciences, Healthcare, Business, Marketing, or a related field.
- Minimum 5 years of experience as a Sales Representative, Key Account Manager, Product Specialist, or Account Manager within the pharmaceutical industry.
- Strong commercial experience with a proven track record of driving business growth and achieving sales objectives.
- Demonstrated ability to build and maintain effective relationships with healthcare professionals and key stakeholders.
- Experience developing and executing territory, account, and customer engagement plans using customer insights and data.
- Proficient Czech language skills, both written and spoken.
- Strong communication, influencing, negotiation, and stakeholder management skills.
- Demonstrated ability to navigate complexity, adapt to changing priorities, and effectively manage multiple stakeholders within a dynamic healthcare environment.

Desirable Requirements:

- Established network within Oncology and a strong understanding of the Oncology therapeutic area.
- English language skills, both written and spoken.

Expected Annual Base Salary Range for role: 654,850.00 - 1,216,150.00 CZK

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Benefits & Rewards

Monthly pension contribution matching your individual contribution up to 3% of your gross monthly base salary; Risk Life Insurance (full cost covered by Novartis); 5-week holiday per year; (1 week above the Labour Law requirement); 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report; Cafeteria employee benefit program – choice of benefits from Benefit Plus Cafeteria in the amount of 17,500 CZK per year; Meal vouchers in amount of 105 CZK for each working day (full tax covered by company); company car; MultiSport Card, Employee Share Purchase Plan. Find out more about Novartis Business Services: <https://www.novartis.cz/>

Commitment to Diversity and Inclusion / EEO paragraph

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

Accessibility and Accommodation:

Novartis is committed to working with and providing reasonable accommodation to all

individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to di.cz@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Role Requirements

Primary location salary range

Kč654,850.00 - Kč1,216,150.00

Division

DIV_IM

Business Unit

Sales

Location

LOC_CZ

Site

Prague

Company / Legal Entity

CZ02 (FCRS = CZ002) Novartis s.r.o.

Functional Area

FCT_SA

Job Type

Full time

Employment Type

Regular (Sales)

Shift Work

No

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